



Announcement from Faculty of Nursing, Chiang Mai University

Subject: Dos and Don'ts Guidelines According to the Chiang Mai University Faculty of Nursing Core Values

In adherence to Chiang Mai University's guidelines for evaluating the public disclosure of the Chiang Mai University divisions for the Fiscal Year 2025 (Chiang Mai University-Open Data Integrity and Transparency Assessment: CMU-OIT 2025), to align with the model scheme outlined in the national strategy for combating corruption and misconduct (2018-2037), and enhancing the standard of public information disclosure while promoting transparency across all divisions, all public information is accessible on each division's main website to facilitate operational transparency and promote an organizational culture that strictly prohibits corruption and misconduct in all aspects of duty performance. Furthermore, each division has been assigned to adhere to Dos and Don'ts guidelines to uphold these principles.

Following the resolutions from the Faculty's Executive Committee at Ordinary Meeting No. 2/2025 on February 27, 2025, it has been decided to approve the Dos and Don'ts guidelines based on the Faculty's core values (FON CMU). These values are defined as follows: F: Focus on Quality, O: Organizational Leadership, N: Nurturing, C: Commitment and Community Concern, M: Morality, and U: Unity. Therefore, the Faculty hereby announces the Dos and Don'ts guidelines as follows:

Values	Do's	Don'ts
F: Focus on Quality	<ul style="list-style-type: none">■ Perform duties efficiently and effectively to achieve the best possible outcomes.■ Maintain and enhance high work standards to improve overall performance.	<ul style="list-style-type: none">■ Adhere to outdated work methods without seeking improvement.■ Neglect or disregard instances where tasks are performed inadequately or solely for personal satisfaction.
O: Organizational Leadership	<ul style="list-style-type: none">■ Set ambitious and challenging goals.■ Act as a leader in driving change and fostering collaboration.■ Demonstrate decision-making that prioritizes urgency and decisiveness, based on factual data.	<ul style="list-style-type: none">■ Fail to prioritize achievement of the organization's goals.■ Exhibit behaviors that undermine personal and organizational integrity.

Values	Do's	Don'ts
N: Nurturing	<ul style="list-style-type: none"> ■ Support colleagues, even beyond one's formal responsibilities. ■ Communicate positively, encourage others, and refrain from making disparaging remarks. 	<ul style="list-style-type: none"> ■ Exploit colleagues or the organization for personal gain. ■ Avoid responsibilities or shift work onto others. ■ Create conflicts within the team. ■ Engage in behavior that psychologically harms colleagues, such as verbal abuse, criticism, public humiliation, or taking credit for others' work.
C: Commitment and Community Concern	<ul style="list-style-type: none"> ■ Devote physical, mental, and intellectual resources to drive the organization towards excellence. ■ Uphold and protect the organization's reputation. ■ Contribute to and take responsibility for community and social initiatives. 	<ul style="list-style-type: none"> ■ Display negligence, indifference, or lack of dedication in work. ■ Speak negatively about the organization. ■ Ignore or refuse to participate in community and social activities.
M: Morality	<ul style="list-style-type: none"> ■ Fulfill duties with integrity, adhering to principles of righteousness, morality, and ethics, without yielding to personal gain or coercion. ■ Refrain from expecting or accepting any form of compensation or benefits in the course of duty. 	<ul style="list-style-type: none"> ■ Engage in corruption or misconduct. ■ Accept bribes or engage in deceit. ■ Exploit professional positions or working hours for personal or group benefits. ■ Disregard legal and ethical standards in the execution of duties.
U: Unity	<ul style="list-style-type: none"> ■ Work collaboratively as a team. ■ Be open to diverse perspectives and opinions. ■ Think, act, and share responsibilities collectively for assigned tasks. 	<ul style="list-style-type: none"> ■ Abandon work responsibilities, leaving them for colleagues. ■ Reject different opinions or viewpoints. ■ Refuse to cooperate with colleagues or the organization.

This announcement has been made for your acknowledgment.

Announced on 28 February 2025

A handwritten signature in blue ink, reading "Suparat Wangsrikhun", with a long horizontal flourish extending to the right.

(Assistant Professor Dr. Suparat Wangsrikhun)
Dean of the Faculty of Nursing, Chiang Mai University